



DEPARTMENT OF THE NAVY
COMMANDER NAVY REGION SOUTHWEST
937 NO. HARBOR DR.
SAN DIEGO, CA 92132-0058

IN REPLY REFER TO:

15 December 2004

Memorandum for the Commander, Navy Region Southwest Workforce

SUBJECT: Depart of Defense National Security Personnel System

By the attached memorandum from Rear Admiral C. E. Weaver, Commander, Navy Installations, we have been advised that the Naval Air Engineering Station, Lakehurst has been selected to be included in the first spiral conversion to the National Security Personnel System (NSPS). All other CNI commands, including CNRSW, will implement NSPS in subsequent spirals, known collectively as Spiral Two. Exact scheduling of these subsequent spiral implementations will be based on a number of factors, including lessons learned from implementation of Spiral One. The net result will be that all of our employees in CNRSW will be beneficiaries of the opportunity to learn from the process as applied to Lakehurst employees.

As I hope you are aware, the NSPS will be implemented Department of Defense wide over the next several years. NSPS provides a great opportunity to increase the effectiveness of our Department through a simplified personnel management system that will improve the way we hire and assign, as well as compensate and reward our employees. It will provide the Department with a modern, flexible and agile human resource system that can be more responsive to the national security environment, while preserving employee protections and benefits. While we have not been selected in the Spiral One implementation, we can best prepare ourselves for that conversion by becoming informed as to what NSPS can and will do for us, and what we can do to make it, and ourselves, successful. The ultimate goal of this important human capital strategy is to make all of our employees better able to support the national defense. While we do not know the precise date for implementation of all aspects of NSPS in our region, we do know that sufficient time will be allowed to make us all thoroughly familiar with the system and our part in it.

I have appointed a Regional Change Agent, Dr. Mary Rotterman, to help us prepare for conversion to NSPS. She and local installation change agents will communicate with all employees in the near future to assist in answering questions and helping us all prepare for, and complete, this very significant change.

J. L. Betancourt

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